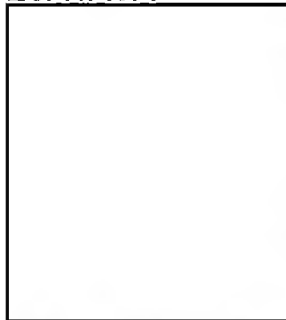


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HAZARIOUS WASTE COMMITTEE

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Personnel Staff (Chairman)

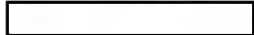
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Walter Pforzheimer, Legal Staff

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**SECRET**SUMMARY STATEMENT FOR HAZARDOUS PAY COMMITTEE

1. In order to clarify thinking on the subject of hazardous pay, it is necessary first to define "hazardous" as something more than jeopardy to life and limb through violence, willfully, or accidentally enacted on a staff employee while carrying out his duties. It is clear that certain jobs and assignments are hazardous by their very nature, such as the guarding and handling of explosives, parachute training or, possibly, necessary, unprotected association with radio-active materials. These activities are hazardous both at home and abroad.

25X1A6A 2. Generally speaking there are hazards to any OSO assignment abroad in the sense that OSO personnel abroad are carrying on activities which make them potential targets for the identification and violence by other nations' intelligence services. Thus, it is possible that a code clerk or administrative secretary becomes a primary target in so relatively a civilized post  While it is unlikely that injury to life or limb will occur to such persons, a secretary may be seduced or abducted; the risk run is not only of personal injury but injury to reputation and career. The possibility of being identified and publicized through no fault of the individual certainly exists. As a consequence the hazard to a continued career is always present. This may not be of great consequence to secretarial or clerical personnel in their 20's but as they grow older in the business it may well force them to have to start over in another enterprise.

3. The case officer hazard is obvious by reason of operation and contact with agents. This has to stand as a generalization. Clearly there are assignments that stand out more obviously as hazardous. The handling of

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less useful or ineffective. The writer has seen one individual under these circumstances whose crack-up required the planning energies of his base to be devoted to a clandestine operation for the individual's removal and incarceration in the violent ward of an Army hospital.

4. The foregoing extreme examples show the effect clandestine work has on personalities under special circumstances. It is clear that many if not most of our people develop, in time, a peculiar personality manifestation which comes from living in close-mouthed fashion. Persons who choose this career for life, particularly the operations phase, tend to close down their social associations and, in a great many instances, develop into less attractive human beings than they might be under normal circumstances. Practical application of this to a man in his 20's, who stays in the business and spends a major part of his time abroad, will be seen eventually in the type of marriage he makes or the tendency to avoid marriage. It will be seen in the fact that there are limitations to the education of his children in many parts of the world where education facilities are not readily available and are seldom available in quality. It seems clear to the writer that an individual entering this business as a career is destined to a relatively narrow-life - that he runs the risk of being blown after ten years of activity with the loss of ten years of experience, and may be forced to enter another field of activity with a definite handicap of having lost ten years of career development. He faces the health hazard of serving in areas where diseases are endemic and where it is now becoming realized that some of these diseases are, at least in a minor way, handicapping your life. He faces the still greater hazard of injury to life and limb by an opponent service operating against him personally to learn something or remove him from an effective operation.

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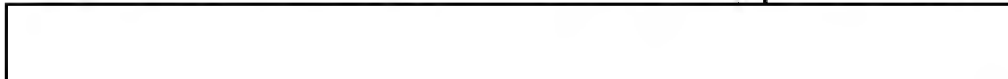
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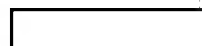
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7. For extra hazardous assignments there will have to be some kind of board to make some kind of recommendation to the Director for compensation of either extra years of service for short periods of extra hazardous duties

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